

Title: Audio & Lighting Director	
Department: Creative	Supervisor Title: Executive Pastor of Worship & Creative
Hours/Week: Full-time	FLSA Status: Exempt
Benefit Eligibility: Yes	Location: San Diego, CA
Schedule: Non-traditional	

SUMMARY:

The vision of the Church at Rancho Bernardo is to be a Good Neighbor Church that raises Go First Leaders. We believe this is the call of Jesus as we live out the Great Commandment (Matthew 22) and the Great Commission (Matthew 28). This is how we want to impact our community and the world with the Gospel of Jesus Christ. We want to transform our community by living out a Go First spirituality.

The Audio & Lighting Director is responsible for crafting excellent, distraction-free, Spirit-led environments that amplify the worship and teaching ministry of The Church at RB. This role blends technical skill, musical sensitivity, and people leadership to ensure that every service both online and in-person carries excellence.

PRIORITIES & RESPONSIBILITIES:

1. Sunday Experience

- Deliver a **clear, powerful, singable mix** every Sunday, both in the room and online.
- Lead FOH, broadcast audio, and lighting volunteers with calm under pressure, ensuring last-minute pivots happen without distraction.
- Partner with Worship Pastor to anticipate service flow while leaving margin for Spirit-led changes.
- Create a culture where production *amplifies spontaneity*, not resists it.

2. Agile Systems & Operations

- Own a **Thursday “Green Tag” baseline**: every system checked and ready for a pivot.
- Manage AVL infrastructure (In partnership with Broadcast Director) with an eye toward reliability, scalability, and future growth.

3. Team Development

- Recruit, train, and multiply volunteers across all production roles (audio, lighting, broadcast audio).
- Build a **volunteer ladder** (Observe → Shadow → Co-Pilot → Lead) with clear skill milestones.
- Lead with a “Greats & Betters” framework that normalizes self assessment and feedback.

4. System Building & Ministry Support

- Partner with the Broadcast Director to support ministries campus wide with AVL as needed.
- Use available time to assess systems across venues to implement a “1% Improvement” model.
- Have a “find the optimal in sub-optimal” mentality. When a roadblock presents itself with resources, get creative and find a way through.

RESPONSIBILITIES:

- Have a growing relationship with Jesus and alignment with the mission, vision, and values of The Church at RB.
- Oversee the operation and maintenance of Audio and Lighting equipment used for weekend services, midweek programs, and special events in all venues.
- **Radical ownership of the team**: Engage with and collaborate with members with Creative Community looking to support, uplift, and encourage wherever applicable.
- **Radical ownership in collaboration**: come with solutions, not resistance; own the execution of creative vision even when it stretches you.
- **Radical ownership of volunteers**: if a volunteer fails, own the coaching gap and provide the pathway to success.
- **Radical ownership of equipment**: No matter the room or ministry, the Production Director’s role is to support and help realize other pastor and ministry director’s vision where green lit by leadership.



- **Radical ownership of self leadership:** Actively be finding ways to grow and expand your abilities. Find opportunities for coaching and be ready to receive feedback at all times with a posture of humility and a growth mindset.

QUALIFICATIONS:

- Must have a strong and growing relationship with Jesus Christ and it should be evident in both the personal and professional life.
- Must be able to uphold and support the mission statement, values, and confessions of faith.
- Five years of live production experience
- Knowledge of leading industry equipment (list on last page)
- Must be able to live at least 50 pounds

BENEFITS:

- Paid health insurance for you as an employee. You will also have the option to receive a portion of The Church at RB's medical premium contribution as income and apply it to a medical plan of your choosing.
- 10% matching funds toward contributions made to the "Church of God 403b Pension Fund."
- A monthly cell phone allowance to cover the cost of your "business use."
- Reimbursement of all reasonable ministry expenses in accordance with a mutually agreed upon budget.
- Disability and Life Insurance for you as an employee.
- Paid vacation and holidays as outlined in our Employee Manual.

SUPERVISION:

This position will report directly to DJ Brennan, Executive Pastor of Worship & Creative.



TECHNICAL EXPERIENCE

- Jands, ETC, Martin, Grand MA, Obsidian, Lighting Control Systems.
- Digico Consoles and IO Systems
- Madi, Dante, AMX/Q-SYS Networks
- ProPresenter
- Planning Center Online
- Adobe Creative Suite
- Logic Pro X
- ProTools (Most Recent)
- Ableton Live 11
- UA Software and Hardware
- Waves Sound Grid Systems